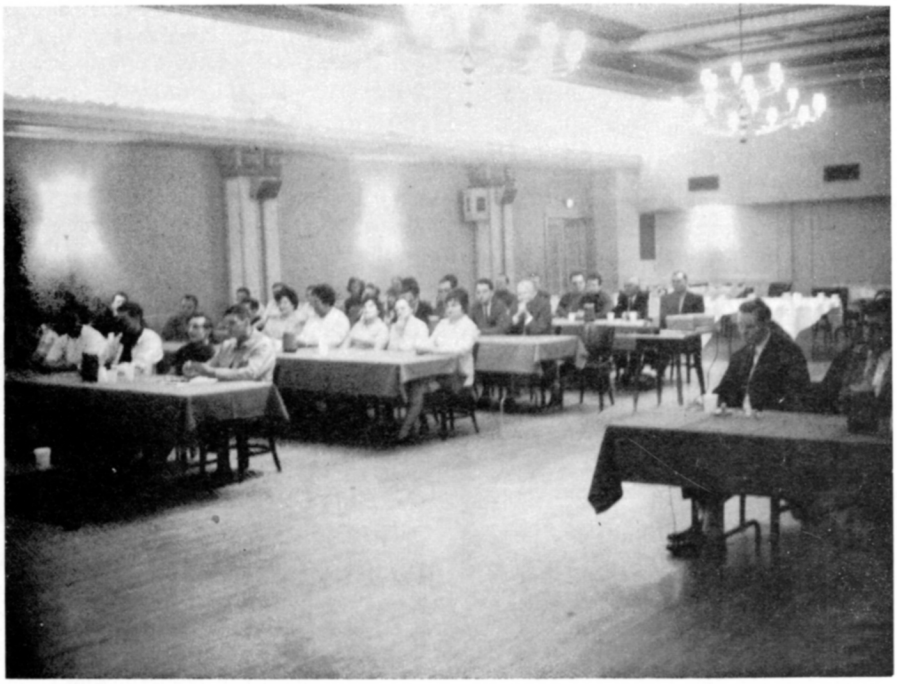
THE TURNTABLE

VOL. 5 NO. 4 RICHMOND, INDIANA MAY, 1969

UNION AND MANAGEMENT MEET FOR MUTUAL UNDERSTANDING



A total of sixty-two employees attended the joint union-management meeting.

Union stewards and officials of I.B.E.W. Local 2043 participated in a joint meeting with Mercury first line foremen and managers on Saturday, April 26, in the ballroom of the Leland Motor Inn. The conference was a mutual arrangement designed to increase understanding and cooperation between union and management members for a more harmonious and productive working relationship during moving operations to the new plant and in daily production activities.

The meeting was called to order at 10:00 A. M. by Industrial Relations Manager Jim Mathewson. Serving as moderator, he introduced the other members of the discussion panel composed of: Director of Manufacturing Lloyd Shaw, Plant Manager Bill Montgomery, Personnel Administrator Phil Pace, I.B.E.W. International Representative Tony Buccella, Local 2043 President Leonard King, and special guest speaker Federal Mediator Lyle Hughes.

IN-PLANT MANAGEMENT COURSE CONDUCTED

The Industrial Relations Department recently completed a six-session management course for first line supervisors to assist them in the practice of effective communications skills.

Twenty-four foremen and supervisors attended the program, "Improving Communication Skills," created by North American Philips' Management Development Staff. The program was designed, through the use of filmed case studies, role playing, and group discussion, to apply learned communication principles to actual problems which occur in everyday managerial duties.

Jim Mathewson and Phil Pace guided the group through the 1-1/2 hour sessions held each week. In a six-week period the following subjects were covered: Downward communication and giving instructions; upward communication and listening; cooperation in communication; telephone techniques; interviewing techniques; and the principles of writing effective reports, letters, and memos.

Federal Mediator Lyle Hughes addressing the group on principles which produce effective communication and cooperation among employees.

(CONTINUED ON PAGE 3)

MEMO CONCERNING THE MOVE

TO: ALL EMPLOYEES

In this issue you see pictures of the progress of our new building - you also are aware that we have begun moving. It certainly will be a long, hard summer's work; but those of you who have had an opportunity to see the working conditions of the new building will agree with me that it is worth it.

Several times we have said that moving into the new building will bring about problems. Again, let us all recognize that this is true - there will be questions of who does what work, which classification applies, how to operate new equipment, how to perform new ways of doing the job, how to follow new procedures, etc. For instance, all employees (both salaried and hourly) will be required to show an identification card to obtain access to the new building; and several departments as we now know them, will be combined in order to gain efficiency. All cases of changes that we can anticipate have been, or are being, discussed with the union officials, and where appropriate, changes are being negotiated. It certainly is true that the investment the company has made into this new facility must be paid for through improved operations and reduced cost.

The most important thing I can say to the entire work force, though, is that as problems develop, even if they are unanticipated, they will be resolved only by sitting down and discussing them. A good example is what happened recently. Our original schedule called for the building to be completed April 21. It is impossible to move this factory without the help of movers and contractors, in addition to our own people. Several months ago we contracted for new conveyor systems which included some removal and reuse of existing conveyor. Our own work force should right now be very busy with other equipment moves, but since the building has been delayed so has the movement of other equipment. When several of our people learned that others were coming in to remove conveyor, they complained saying that this was their responsibility. In this case, the situation had crept up on us before we realized it. When it came to our attention we delayed the contractor's work for a day, and took that day to sit down with our own people, explain what had happened and the possible solutions. Out of it, with everyone's cooperation, we agreed and one more step of the move is being accomplished.

My point is - this sort of thing probably will happen repeatedly during the summer. Our intention is to accomplish the job, certainly treating our employees fairly in all cases.

So please remember, as additional problems develop, the best way to handle them is to immediately bring them to our attention and to the attention of the union officials, then allow us the time for the discussion necessary to find the proper answer.

Right now, the most important project in this company is to complete this move on schedule. Expansion possibilities and new product manufacture are things that we all look to with a great deal of hope - with continued cooperation, this new facility is the beginning.

Regards,

L. R. Shaw

(UNION AND MANAGEMENT MEETING - CONTINUED FROM PAGE 1.)

The conference panel, seated around the speaker's lectern above, consisted of (from left): Bill Montgomery, Plant Manager; Jim Mathewson, Industrial Relations Manager; Lloyd Shaw, Director of Manufacturing; Tony Buccella, I.B.E.W. International Representative; Leonard King, I.B.E.W. Local 2043 President; and Phil Pace, Personnel Administrator (not shown in the above photo).

Lloyd Shaw opened the meeting with a statement on Mercury's present position in the highly competitive phonograph record industry and outlined the challenges that face us, as a company, which must be met to insure our status as a leader in the industry. He advised that while the new plant with more modern and efficient facilities gives us just cause for great expectations in the future, our competitors are also making strides in the same direction, and therefore, we must ever be on the alert to maintain maximum effort toward the highest standards of productivity at the lowest possible costs. Following Lloyd Shaw's remarks, Bill Montgomery brought the group up-to-date on the status of the tape cartridge side of the business and discussed tentative plans for Mercury's development in this field.

Phil Pace presented three general requirements that must be met by both stewards and foremen in every specific situation to insure understanding and cooperation throughout the work force. He stated these requirements as follows: (1) Requirement for an impersonal approach to every problem (communicate about known facts, goals, or ideas, leaving "personalities" out of the discussion); (2) Requirement to withhold judgment until all the facts of a situation are known (take the time to investigate all the facts involved and withhold judgment until all the facts are in); (3) Requirement to make each individual employee aware of the importance of his work to the overall joint effort of the company.

Representing the I.B.E.W., Tony Buccella defined the relationship between the union steward and the first line foreman and outlined the duties and responsibilities of each to the employees, to the union, and to the company. He stated that the labor agreement should be viewed as a set of general guidelines to follow in solving union-management problems and urged all parties to look to the spirit and intent of the rules as agreed upon rather than to arbitrarily insist upon hard-and-fast written technicalities, which, when applied alone, rarely result in common-sense solutions to problems.

Following the remarks of the speakers, all participants of the meeting engaged in a group discussion. As various questions arose they were answered by members of the conference panel.

At noon the group paused for a buffet luncheon served at the motel. After the luncheon, Federal Mediator Lyle Hughes made an interesting presentation on the principles of effective communications. He gave examples of the discord that can result from muddled communications, rumors, and wrong approaches to human relations. His presentation included an informative movie titled "People Don't Resist Change" which brought out the idea, that contrary to this old adage, people do not resist change, but people do resist being changed if the attempts to change them are handled in the wrong way.

The meeting was concluded with a tour of the new plant facilities.

Published by and for the employees of Mercury Record Mfg. Co.
Editor ..... James Mathewson
Ass't. Editor ..... Phil Pace
Varitypist ..... Marilyn Martin
Reporters ..... Carolyn Patterson
Hazel Willis
Earsley Herron
Al Reeves
Lucille Fister
Mary Bullock
Ardis Reed
Betty Bailey
Margaret Earlywine
Robert Downing
Doris Lorton
Sherrill Fellers, Jr.
Margie Roberts
Cinda Ellis
Pat Delk
Judy Bragg
Ruth Henn
Jerry Haynes
John Poyar

RECORD STORE NEWS

Now that the big H.E.P. sale is over maybe the Record Store can return to normal. But, on the other hand, it may not. Since the Shipping Warehouse is on the move, we may have problems getting our special orders. Please understand and be patient. Records may be purchased throughout the year, but we do not move an entire plant every day.

I would like to take this occasion to thank everyone involved with the H.E.P. sale and to say I certainly appreciated all the fine help and co-operation I had during those long four weeks - especially Jim Graham and his men, without them I would have been sunk.

The employee sale price on H.E.P. products is still in effect for employees. This merchandise is available in the Record Store. Sorry, we are all out of 60 and 90 minute blank tapes. The 120 minute tapes are still available. (It is advisable that this size be used on the larger units only.)

I would like to remind you all again: If you have ordered records, please pick them up. Our space is very limited and we cannot hold special orders from one Record Day to the next. We hope this will not create such a problem in our new facilities, but until then we need your co-operation.

The Record Store will be open May 8 and May 15. All special orders must be submitted to me by May 5 or 12 in order to receive the order by the following Thursday.

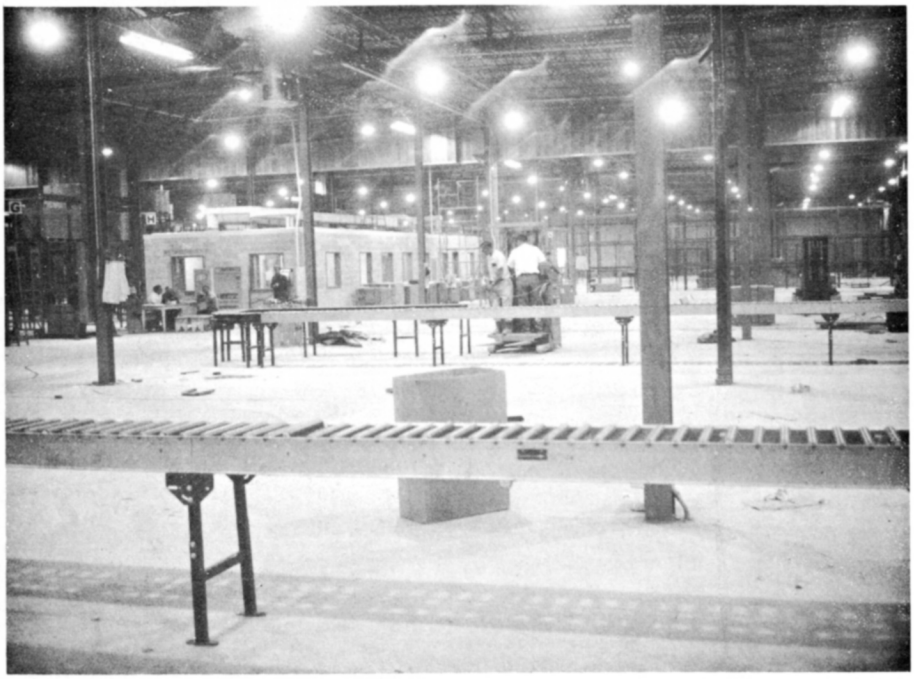
Reporter ..... Pat Delk

SERVICE AWARD PRESENTATIONS SCHEDULED FOR FALL

Mercury is happy to announce that plans are being made to initiate a Service Award Program for both hourly and salaried employees to honor those employees who have attained five and ten years continuous service with the company. The presentations were tentatively scheduled for spring of this year. Because of the complications involved in our move and because of the early scheduling of vacations, the ceremonies have been postponed until fall. At that time employees who have attained five or ten years service prior to January 1, 1969, will be honored. Employees who attain five or ten years during 1969 will be honored at the 1970 presentations.

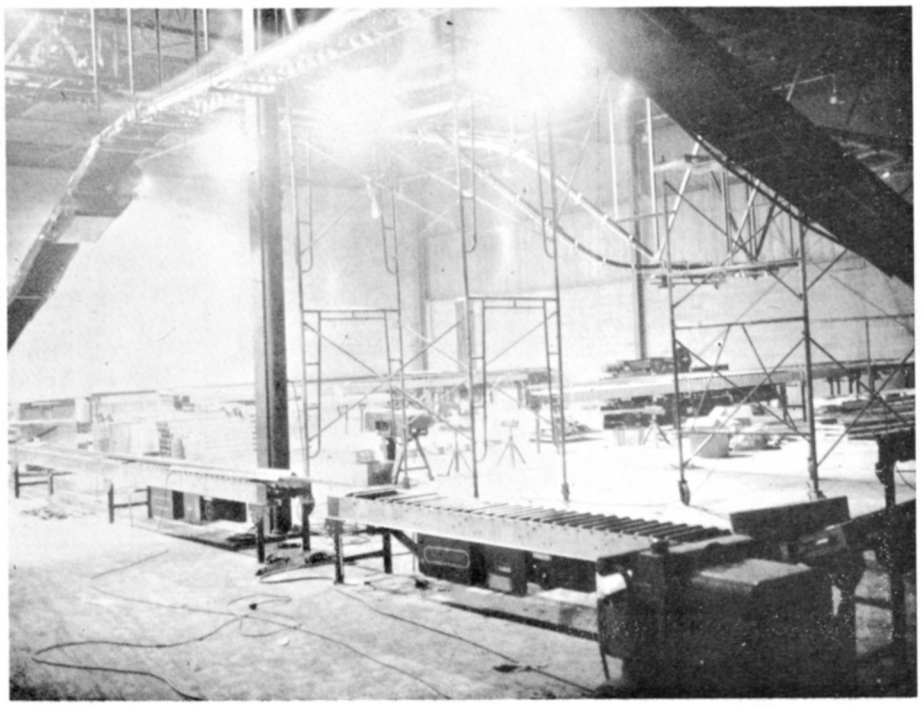
Our Shipping Department is first to move into the new plant facilities. The enormous task of moving our record inventory to the racks in the new Shipping Warehouse, shown above, has begun. J. R. Whitehead is shown operating one item of Shipping's new material handling equipment, a riding electric jack.

Jim Hendrix operates an order stacker, another item of Shipping's new material handling equipment, to place record stock in its correct location on the towering racks of the new Shipping Warehouse.

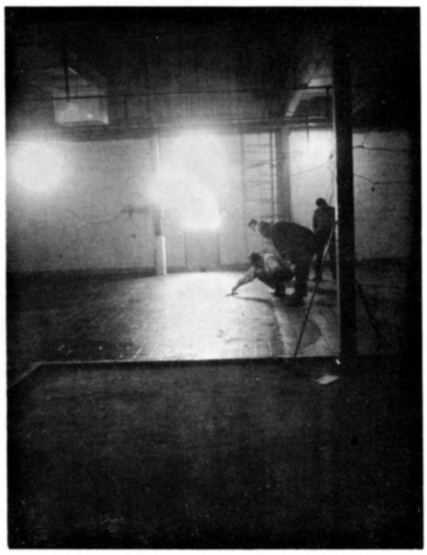


View from Shipping's packing area (between conveyors) showing structure (at left rear of photo) that will quarter Distribution, Shipping, and Traffic offices.

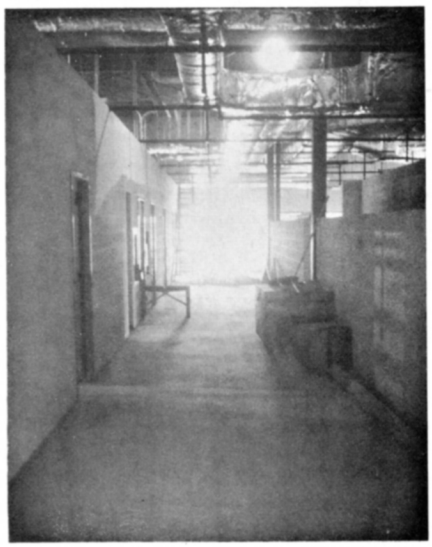
ON THE NEW PLANT



Part of the intricate and efficient conveyor system is shown above as it is being installed in the Record Finishing area.



Installation of a special tile floor is nearing completion in the Matrix Department.



Sunburst at center of photo marks employee entrance to the new plant. Industrial Relations and First Aid offices are at the left; a large cafeteria area is behind the wall at the right.

MATRIX TOPS LIST AS GOOD HOUSEKEEPING WINNER-OF-THE-MONTH

Matrix Department employees receiving the Good Housekeeping "Winner-of-the-Month" Award for April. They are, from left: 2nd Shift Foreman Ed Estridge; 1st Shift Foreman Keith Burns; Charles Van Sickle, Bill Smith, Bob Minton, Vernon Comer, Bill Estridge, Dan Senese, Mary Crowell, Richard Doulen: (Not shown in photo are, John Micheals, Jr. Fellers, Dick Lathrop.) Congratulations to all members of the Matrix team.

The following shows how each department ranked in comparison with all departments participating in the Good Housekeeping Contest:

1. **Matrix**
2. **Repack**
3. **Machine Shop**
4. **A.S.M.**
5. **Quality Control**
6. **Compression**
7. **Albums**
8. **Camera**
9. **Record Finishing**
10. **Printing**
11. **Receiving**
12. **Album Warehouse**
13. **Maintenance**
14. **Labels**
15. **Shipping**

REPACK

"Welcome home" goes out to Jim "Gomer" Green. He has been serving with the United States Army for the past two years. Jim was stationed in Vietnam for the past year. We are glad to have him back in Repack and enjoy working with him again.

We would also like to welcome Bob McLemore and Ronald Himes to our department.

Soon you will only be able to see Lou Prewitt's new clothes, inasmuch as she is on a diet. She thinks she will be another Twiggy.

Zelma Olinger is in the hospital and would be glad to hear from you. She is in Room H-201, Reid Hospital.

We would also like to wish Lula Jones a speedy recovery.

DONATIONS REQUESTED

Mt. Moreah Church has a building fund in progress with a goal of $100,000. The church that is now in use is over 100 years old. They have a total membership of 200 and every Sunday the church is filled to its capacity. Land on South 14th Street has been purchased for the new building site and plans for the new church are now being completed. They are asking all citzens of Richmond to contribute to this worthy cause. Donations will be accepted by the Second National Bank or by Dorothy Moore. Your contribution will be greatly appreciated.

Reporter ..... Ruth Henn

CAMERA & PRINTING

Jim Carp is proud of the fact that he has become a four-color stripper apprentice journeyman.

Keith Wright (Printing) was married on April 5 to Susan Wilczynski. We extend our best wishes to them both.

Mr. and Mrs. Dempsey Beaty are the parents of a new baby girl, Tracy, born on April 9. Dempsey works in Printing.

Birthday greetings to John Wirtheim on April 2, Harry Moss on April 17, and Jerry Fourman on April 21.

Reporter ..... Lucille Fister

ACCOUNTING

Spring vacation in the local schools was the opportune time for Ted Stephen and his family to vacation in sunny Florida. He had many offers to trade places, but wouldn't switch.

Our sympathy to Mr. France on the passing of his father-in-law, James Estep, on April 12.

One very happy person around Mercury these days is Becky Moore. She became Mrs. David Lindsey on May 3. The wedding took place at Central Methodist church. Best wishes are extended to Becky and her husband.

We had only one birthday in April this was Roger Ram Jet on the 7th.

Those who mark an anniversary with Mercury in April include Jim Moore, 2 years; Marvin Higgs, 9 years; and Mr. Shaw, 7 years.

Reporter ..... Doris Lorton

ALBUMS/ASM

Betty Mullins spent part of her vacation moving to Williamsburg. She is also preparing for a wedding shower; her daughter will marry John Miller.

Glenna Van Sickle is in the hospital. We wish her a quick recovery.

Earsley Herron gave birth to an eight pound boy on April 13. He has been named Darin Herron.

We welcome a newcomer, Larry Mangus, to our department.

Reporter ..... Hazel Willis

MANUFACTURING/ ENGINEERING

Paul Mifsud and Dave Steed demonstrated the techniques and equipment used in testing 7" and 12" records to our foremen during one of their weekly meetings. This was not only informative, but also very interesting (and noisy).

Everyone is getting busier and busier with the move to the new plant already begun. Won't it be nice when we are all moved and settled in our new plant!

Birthdays: Tony Norton, April 10; Charlie Risselman, April 7.

FOR SALE: Bill Adkins has four 855x14 tires with 100 miles on them. The original cost was $132. He will sell them for $100.

Reporter ..... Betty Bailey

LATEST HAPPENINGS WITH MERCURY

Mercury Promotional Tour is Innovation to Industry . . . In an action unparalleled in the history of the record industry, Mercury Record Corp. is sending a promotional rock show package made up of its labels' artists on an 11-city concert tour centered around the West Coast.

The purpose of the promotional tour, known as Mercury's Flying Bear Medicine Show, is threefold, according to Tour Coordinator Mike Slobin: (1) It gives fans the opportunity to see top recording acts at a minimal price; (2) It offers the Mercury family labels (Mercury, Philips, Smash, Fontana, and Limelight) the opportunity to expose its talent and to promote its product in a major marketing area; (3) It provides the recording acts exposure in building their own careers.

Since early February Mike Slobin and his San Francisco staff have been busy putting together all the details for the concert tour, which began April 17 at the University of California in Irvine. Of the 11 shows, nine will be at colleges and universities while the remaining two will be tied in through radio stations.

Two shows will be held at 5,000 capacity Gateway Plaza with such acts as the Sir Douglas Quintet (Smash), Buddy Miles Express (Mercury), Group Therapy (Philips). McCoys (Mercury), Harvey Mandel (Philips), Shades of Joy (Fontana) Linn County (Mercury) and Tongue & Groove (Fontana), participating. The average price to fans per concert will be $2.00, with at least five and as many as eight acts performing in any one show.

Mercury President Irving B. Green, who conceived the original idea for the promotional package tour commented, "Through this unique concept, we, as a company, are displaying our good faith in the acts that record for us. We are giving our groups the opportunity to expose their musical talents and at the same time are allowing the young people to witness a top concert at a nominal price."

Jerry Butler Rings The Golden Gong . . . Jerry Butler's Mercury recording of "Only the Strong Survive" has been certified by the Record Industry Association of America as a million-selling "Gold" single.

Although he has had a string of hits since first beginning his recording career with "For Your Precious Love" more than 10 years ago, the RIAA award marks the first time that he has had a million-selling record.

Jerry Butler, who joined the Mercury label three years ago, has had six consecutive hits over the past year-and-a-half. From "Dream Merchant," he went on to "Lost," "Never Give You Up," "Hey Western Union Man," "Are You Happy" and "Only the Strong Survive." Of those, he wrote the lyrics to all of them with the exception of "Dream Merchant." He is currently in the midst of a major U.S. tour which he is headlining.

New Country And Western Label Is Added To Mercury . . . Mercury's has taken over all promotion, sales, manufacture and distribution functions of Wayside Records, an independent label.

This is a further move by the corporation to strengthen its country position. Wayside, just two years old, is headquartered in Maynard, Mass. Little Richie Johnson of Belen, N. M., handles the company's advertising, and produces for Wayside.

The announcement was made jointly by Irwin H. Steinberg, Mercury Executive Vice-President, and Wayside co-owners George Donald and Lou Casella.

Wayside artists include Darrell McCall, Jimmy Snyder, Jack Blanchard and Misty Morgan. Smash artists are Jerry Lee Lewis, Linda Gail Lewis, Roger Miller and Norro Wilson.

Although Wayside does all its country sessions in Nashville, the company owns the Natural Sound Studios in Boston, where demo work is done for other labels.

Recent Apointments . . . Joe Baltwell was recently appointed National Promotion Director of the newly formed Intrepid Records . . . Victor Polakoff, a former Dallas, Texas, newsman, joined Mercury's Publicity Department. He will work with Publicity Director Ron Oberman at the Chicago headquarters . . . Tom Parent, Cleveland Promotion Director, was appointed National Promotion Director for Smash and Fontana labels . . . Robin McBride, Product Manager for Limelight label, was named Foreign Product Coordinator for the entire Mercury line . . . Simon Hayes was named joint Director of Eastern Product with Bob Reno. Based in New York Simon Hayes will be involved in international and domestic progressive music product. A former publicist, Hayes was also manager of Mercury Group, The Fool.

Mercury Contract Part of Dick Clark Show Contest . . . One of the top prizes in the current ABC-TV Dick Clark "Happening," amateur band contest, is an exclusive recording contract with Mercury.

According to President Irving B. Green, Mercury will record and release at least two of the winning band's songs on a single disc. The contest, which began April 5, will continue on consecutive Saturdays through June 28 when the final round of competition will be held.

In addition to the Mercury contract, the winning band will receive Vox musical equipment, a Pontiac station wagon, American Tourister luggage and other prizes.

Newly Formed Label Company . . . Charlie Fach, financed by Mercury Records, has formed Intrepid Records. Formerly Mercury's Vice-President and Director of Recorded Product, Charlie Fach now assumes the position of Vice-President and General Manager of Intrepid.

Under the arrangement Intrepid will function independent of Mercury. It will maintain its own personnel and distribution, although Mercury distributors (MERREC) will supplement Intrepid's wholesale channels. Mercury, however, will own Intrepid.

As part of Intrepid, Charlie Fach has set up Brown Trout Music, a BMI-affiliated music publishing company.

DISTRIBUTION

SHIPPING & TRAFFIC

The question was raised last month: "What happens to the records after they cross the cat-walk?" Well, to start with, all records are warehoused on different floors by different series. Mercury popular series are on the third floor, Smash is located on the 6th floor. All 7" production is placed in the basement. After receiving orders by TWX from points across the country they are placed on IBM cards and divided by series, by floors. After being pulled, they are sent down the conveyor to the main floor for packing. When packed, they are shipped to many points across the country by both truck and air freight. Working closely with Traffic we are able to have orders on time when needed.

Speaking for myself and the other foremen in Shipping, I would like to thank Mr. Mathewson and Mr. Pace for an enlightening and interesting course on "Communications". It has given us all a more useful insight.

On behalf of the other foremen and myself, we would like to give a "well-done" and a "pat on the back" to all personnel in Shipping. They have performed a terrific job this month getting all the new releases out to the market.

Reporter ..... Jerry Haynes

ORDER SERVICE

As we indicated in last month's issue, the Order Service Department is probably the least known in the plant. We are physically located at the back row of desks in the Production Control Office. We should first introduce the members of the department: John Poyar, Supervisor; Phyllis Null, Assistant to Supervisor; Sharon Robinson, File Clerk; and Janet Studebaker, Teletype Operator. We are part of the Distribution Department and, as our department name indicates, our job is to service orders. We also perform many functions in relation to shipping out records.

Another function we perform is to see that all customers are billed for the records they order. The Data Processing Department issues invoices or bills to us for each of the many accounts, and our department sees to it that they are mailed to them.

To paraphrase an old saying, "The course of true love and shipping never runs smooth." There are countless problems involved in making sure everybody gets the the right number and amount of records at the right time and place. The vast majority of shipments fall into this category and the experts in the Shipping Department pull if off without a hitch. But occasionally a problem arises and the members of the Order Service Department swing into action. Our department, along with the Traffic Department, work hand-in-hand with Shipping personnel to insure that Mercury records are delivered to our customers on time.

Reporter ..... John Poyar

RECORD FINISHING

We wish to thank Gerald Sharp and Cleamon Day for taking time out to guide the Record Finishing Department employees on a tour of the new plant March 16.

Jane Bunker returned to work April 14 minus her gall bladder. Welcome back to the rest of you, Jane.

Weddings are very happy occasions but somehow they can be a little sad when it's your only son that has decided to leave the flock. Such is the case of Betty Ketron whose son, Bill, married Diane Cela April 14. Also, this reporter's son, Ronnie Roberts, will take his marriage vows April 18. Loretta Mills is his wife-to-be.

Reporter ..... Margie Roberts

FOR SALE

Ed Abrams has a house up for sale. It is a 3-bedroom home with 2 baths brick ranch home on 2 acres with recreation room, fireplace in the basement, hot water heat, Thermopane windows, soundproof ceiling, marble sills, 2-car paneled garage, small barn with 2 horse stalls, pond. Just 1 mile from Richmond. can be bought from owner below appraisal value. Very good financing available. Shown by appointment. Phone 973-7000 after 5 p.m. weekdays.

SAFETY STATISTICS REVIEW

Safety figures evidence a 25% decrease in the number of employee injuries in the 1st quarter of this year as compared to the 1st quarter of last year. This decrease is encouraging and it indicates that we are making a conscious effort to follow safety practices more than we did previously. The number of employee injuries, however, are yet too many for the number of employees working.

We were off to a good start in January of this year with only four injuries, and if we had continued to hold to this rate we would have had at least a 57% decrease in employee injuries. The following is a comparison of the number of accidents in the first three months of this year with those of last year:

Month	Number of Injuries - 1968	Number of Injuries - 1969
January	13	4
February	5	9
March	10	8

These injuries can be greatly reduced. Nearly all of them have been sustained by employees while they were performing a material handling task; and each such injury could have been prevented by diligence and mental alertness on the part of the employee. Take heed, then, and be more consciously alert to follow safe practices whenever you approach a task involving the moving and handling of materials. Mentally "red flag" material handling tasks.

MATRIX

Bill Estridge is anxious for rabbit season to begin. He is already getting his beagle hounds in shape.

Bob Minton is going to be busy working in his yard. Bob has a very beautiful yard, plus a fancy mailbox.

Charlie VanSickle is preparing to plant his garden. He is hoping that he can keep his goat and ducks, as well as the weeds, out of it this year.

LAWNMOWER WANTED:
Jr. Fellers is looking for a riding lawn mower. Call 962-8765 or contact Jr. in Matrix.

We are glad to hear that Bill Smith's cat finally had her kittens. Bill was sure worried about her.

Reporter ..... Junior Fellers